

LEADERSHIP CIRCLE PROFILE™

V1.5

LEADERSHIP CIRCLE PROFILE™

S-A Sample - English

Wednesday, October 05, 2022

The Leadership Circle Self Assessment Report

S-A Sample

2022-10-05

Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	4.22	-	-	-	-	-	-
Self-Awareness	4.18	-	-	-	-	-	-
Authenticity	3.90	-	-	-	-	-	-
Systems Awareness	3.87	-	-	-	-	-	-
Achieving	3.77	-	-	-	-	-	-
Controlling	1.37	-	-	-	-	-	-
Protecting	1.09	-	-	-	-	-	-
Complying	1.93	-	-	-	-	-	-
Leadership Effectiveness	3.79	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

The Leadership Circle Self Assessment Report

S-A Sample

2022-10-05

Percentile Scores: Comparison to the Norm Group

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	74 %	-	-	-	-	-	-
Self-Awareness	86 %	-	-	-	-	-	-
Authenticity	32 %	-	-	-	-	-	-
Systems Awareness	60 %	-	-	-	-	-	-
Achieving	34 %	-	-	-	-	-	-
Controlling	1 %	-	-	-	-	-	-
Protecting	2 %	-	-	-	-	-	-
Complying	21 %	-	-	-	-	-	-
Reactive-Creative Scale	96 %	-	-	-	-	-	-
Relationship-Task Balance	27 %	-	-	-	-	-	-
Leadership Potential Utilization	66 %	-	-	-	-	-	-
Leadership Effectiveness	63 %	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions

S-A Sample

2022-10-05	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Relating	74 %	-	-	-	-	-	-
Average Response	4.22	-	-	-	-	-	-
Caring Connection	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Fosters Team Play	71 %	-	-	-	-	-	-
Average Response	4.33	-	-	-	-	-	-
Collaborator	51 %	-	-	-	-	-	-
Average Response	4.00	-	-	-	-	-	-
Mentoring & Developing	58 %	-	-	-	-	-	-
Average Response	4.09	-	-	-	-	-	-
Interpersonal Intelligence	40 %	-	-	-	-	-	-
Average Response	3.81	-	-	-	-	-	-
Self-Awareness	86 %	-	-	-	-	-	-
Average Response	4.18	-	-	-	-	-	-
Selfless Leader	81 %	-	-	-	-	-	-
Average Response	4.13	-	-	-	-	-	-
Balance	94 %	-	-	-	-	-	-
Average Response	4.50	-	-	-	-	-	-
Composure	63 %	-	-	-	-	-	-
Average Response	4.00	-	-	-	-	-	-
Personal Learner	64 %	-	-	-	-	-	-
Average Response	4.22	-	-	-	-	-	-
Authenticity	32 %	-	-	-	-	-	-
Average Response	3.90	-	-	-	-	-	-
Integrity	18 %	-	-	-	-	-	-
Average Response	3.84	-	-	-	-	-	-
Courageous Authenticity	62 %	-	-	-	-	-	-
Average Response	4.00	-	-	-	-	-	-

Questions Related to Each Dimension

Creative Dimensions

Relating

Caring Connection

I connect deeply with others.
I form warm and caring relationships.
I am compassionate.

Fosters Team Play

I create a positive climate that supports people doing their best.
I share leadership.
I promote high levels of teamwork through my leadership style.

Collaborator

I negotiate for the best interest of both parties.
I work to find common ground.
I create common ground for agreement.

Mentoring & Developing

I help Direct Reports create development plans.
I help people learn, improve, and change.
I provide feedback focused on professional growth.
I am a people builder/developer.

Interpersonal Intelligence

I display a high degree of skill in resolving conflict.
I take responsibility for my part of relationship problems.
I directly address issues that get in the way of team performance.
I listen openly to criticism and ask questions to further understand.
In a conflict, I accurately restate the opinions of others.

Self-Awareness

Selfless Leader

I act with humility.
I get the job done with no need to attract attention to myself.
I lead in ways that others say, 'we did it ourselves.'
I am relatively uninterested in personal credit.
I take forthright action without needing recognition.

Balance

I find enough time for personal reflection.
I balance work and personal life.

Composure

I am composed under pressure.
I handle stress and pressure very well.
I am a calming influence in difficult situations.

Personal Learner

I personally search for meaning.
I investigate the deeper reality that lies behind events/circumstances.
I learn from mistakes.
I examine the assumptions that lie behind my actions.

Authenticity

Integrity

I lead in a manner that is completely aligned with my values.
I exhibit personal behavior consistent with my values.
I hold to my values during good and bad times.

Courageous Authenticity

I speak directly even on controversial issues.
I am courageous in meetings.
I surface the issues others are reluctant to talk about.

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions (Continued)

S-A Sample

2022-10-05	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Systems Awareness	60 %	-	-	-	-	-	-
Average Response	3.87	-	-	-	-	-	-
Community Concern	53 %	-	-	-	-	-	-
Average Response	3.68	-	-	-	-	-	-
Sustainable Productivity	61 %	-	-	-	-	-	-
Average Response	4.00	-	-	-	-	-	-
Systems Thinker	68 %	-	-	-	-	-	-
Average Response	4.00	-	-	-	-	-	-
Achieving	34 %	-	-	-	-	-	-
Average Response	3.77	-	-	-	-	-	-
Strategic Focus	28 %	-	-	-	-	-	-
Average Response	3.61	-	-	-	-	-	-
Purposeful & Visionary	39 %	-	-	-	-	-	-
Average Response	3.76	-	-	-	-	-	-
Achieves Results	46 %	-	-	-	-	-	-
Average Response	4.10	-	-	-	-	-	-
Decisiveness	46 %	-	-	-	-	-	-
Average Response	4.00	-	-	-	-	-	-

Questions Related to Each Dimension

Creative Dimensions (Continued)

Systems Awareness

Community Concern	<ul style="list-style-type: none">I attend to the long-term impact of strategic decisions on the community.I balance community welfare with short-term profitability.I live an ethic of service to others and the world.I stress the role of the organization as corporate citizen.I create vision that goes beyond the organization to include making a positive impact on the world.
Sustainable Productivity	<ul style="list-style-type: none">I balance 'bottom line' results with other organizational goals.I balance short-term results with long-term organizational health.I allocate resources appropriately so as not to use people up.
Systems Thinker	<ul style="list-style-type: none">I redesign the system to solve multiple problems simultaneously.I evolve organizational systems until they produce envisioned results.I reduce activities that waste resources.

Achieving

Strategic Focus	<ul style="list-style-type: none">I have a firm grasp of the market place dynamics.I provide strategic direction that is thoroughly thought through.I focus in quickly on the key issues.I accurately anticipate future consequences to current action.I see the integration between all parts of the system.I establish a strategic direction that helps the organization to thrive.I stay abreast of trends in the external environment that could impact the business currently and in the future.I integrate multiple streams of information into a coherent strategy.I am a gifted strategist.
Purposeful & Visionary	<ul style="list-style-type: none">I articulate a vision that creates alignment within the organization.I live and work with a deep sense of purpose.I communicate a compelling vision.I am a good role model for the vision I espouse.I provide strategic vision for the organization.I inspire others with vision.
Achieves Results	<ul style="list-style-type: none">I pursue results with drive and energy.I strive for continuous improvement.I am proficient at achieving high quality results on key initiatives.I am quick to seize opportunities upon noticing them.
Decisiveness	<ul style="list-style-type: none">I make the tough decisions when required.I am an efficient decision maker.I make decisions in a timely manner.

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Reactive Dimensions

S-A Sample

2022-10-05	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Controlling	1 %	-	-	-	-	-	-
Average Response	1.37	-	-	-	-	-	-
Perfect	8 %	-	-	-	-	-	-
Average Response	2.51	-	-	-	-	-	-
Driven	15 %	-	-	-	-	-	-
Average Response	2.64	-	-	-	-	-	-
Ambition	2 %	-	-	-	-	-	-
Average Response	1.43	-	-	-	-	-	-
Autocratic	2 %	-	-	-	-	-	-
Average Response	1.13	-	-	-	-	-	-
Protecting	2 %	-	-	-	-	-	-
Average Response	1.09	-	-	-	-	-	-
Arrogance	8 %	-	-	-	-	-	-
Average Response	1.16	-	-	-	-	-	-
Critical	5 %	-	-	-	-	-	-
Average Response	1.16	-	-	-	-	-	-
Distance	3 %	-	-	-	-	-	-
Average Response	1.00	-	-	-	-	-	-
Complying	21 %	-	-	-	-	-	-
Average Response	1.93	-	-	-	-	-	-
Passive	62 %	-	-	-	-	-	-
Average Response	2.07	-	-	-	-	-	-
Belonging	6 %	-	-	-	-	-	-
Average Response	1.64	-	-	-	-	-	-
Pleasing	8 %	-	-	-	-	-	-
Average Response	2.00	-	-	-	-	-	-
Conservative	19 %	-	-	-	-	-	-
Average Response	2.35	-	-	-	-	-	-

Questions Related to Each Dimension

Reactive Dimensions

Controlling

Perfect
I try to do everything perfectly well.
I am critical of myself when things don't go as well as expected.
I believe average is definitely not good enough.
I need to perform flawlessly.
I am a perfectionist.
I need to excel in every situation.
I expect extremely high standards of others.

Driven
I drive myself excessively hard.
I am a workaholic.
I try too hard to be the best at everything I take on.
I push myself too hard.

Ambition
I am aggressive.
I believe to feel good, one must constantly move up.
I believe winning is what really matters.
I am excessively ambitious.

Autocratic
I have to get my own way.
I tend to control others.
I am domineering.
I dictate rather than influence what others do.
I pursue results at the expense of people.

Protecting

Arrogance
I am self-centered.
I have too big of an ego.
I am arrogant.

Critical
I am sarcastic and/or cynical.
I am critical.
I hurt people's feelings.
I put people down.

Distance
I am emotionally distant.
I remain standoffish.
I am hard to get to know.
I am aloof.

Complying

Passive
I am wishy-washy in decision making.
I lack drive.
I lack passion.
I am passive.

Belonging
I am overly conservative.
I work too hard for others' acceptance.
I adopt others' points of view so as not to disappoint them.
I play it too safe.
I try too hard to conform to the group's rules/norms.
I try to please others by going along to get along.

Pleasing
I need to be accepted by others.
I need to be admired by others.
I worry about others' judgment.
I need the approval of others.

Conservative
I am conservative.
I follow conventional ways of doing things.
I conform to rules.

Sorted by Self Percentile

S-A Sample	Self Percentile	Evaluator Percentile
Dimensions		
Caring Connection	98 %	-
Balance	94 %	-
Selfless Leader	81 %	-
Fosters Team Play	71 %	-
Systems Thinker	68 %	-
Personal Learner	64 %	-
Composure	63 %	-
Passive	62 %	-
Courageous Authenticity	62 %	-
Sustainable Productivity	61 %	-
Mentoring & Developing	58 %	-
Community Concern	53 %	-
Collaborator	51 %	-
Decisiveness	46 %	-
Achieves Results	46 %	-
Interpersonal Intelligence	40 %	-
Purposeful & Visionary	39 %	-
Strategic Focus	28 %	-
Conservative	19 %	-
Integrity	18 %	-
Driven	15 %	-
Pleasing	8 %	-
Arrogance	8 %	-
Perfect	8 %	-
Belonging	6 %	-
Critical	5 %	-
Distance	3 %	-
Ambition	2 %	-
Autocratic	2 %	-
Summary Dimensions		
Self-Awareness	86 %	-
Relating	74 %	-
Systems Awareness	60 %	-
Achieving	34 %	-
Authenticity	32 %	-
Complying	21 %	-
Protecting	2 %	-
Controlling	1 %	-
Summary Measures		
Reactive-Creative Scale	96 %	-
Leadership Potential Utilization	66 %	-
Leadership Effectiveness	63 %	-
Relationship-Task Balance	27 %	-

Sorted by Evaluator Percentile

S-A Sample	Self Percentile	Evaluator Percentile
Dimensions		
Pleasing	8 %	-
Conservative	19 %	-
Passive	62 %	-
Belonging	6 %	-
Arrogance	8 %	-
Distance	3 %	-
Critical	5 %	-
Perfect	8 %	-
Ambition	2 %	-
Driven	15 %	-
Autocratic	2 %	-
Strategic Focus	28 %	-
Decisiveness	46 %	-
Achieves Results	46 %	-
Purposeful & Visionary	39 %	-
Sustainable Productivity	61 %	-
Systems Thinker	68 %	-
Community Concern	53 %	-
Integrity	18 %	-
Courageous Authenticity	62 %	-
Balance	94 %	-
Personal Learner	64 %	-
Selfless Leader	81 %	-
Composure	63 %	-
Collaborator	51 %	-
Mentoring & Developing	58 %	-
Caring Connection	98 %	-
Interpersonal Intelligence	40 %	-
Fosters Team Play	71 %	-
Summary Dimensions		
Complying	21 %	-
Protecting	2 %	-
Controlling	1 %	-
Achieving	34 %	-
Systems Awareness	60 %	-
Authenticity	32 %	-
Self-Awareness	86 %	-
Relating	74 %	-
Summary Measures		
Leadership Effectiveness	63 %	-
Leadership Potential Utilization	66 %	-
Relationship-Task Balance	27 %	-
Reactive-Creative Scale	96 %	-

End of S-A Sample's Report